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CENTRAL INTELLIGENCE AGENCY

## REPORT

# INFORMATION REPORT

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COUNTRY USSR

**CONFIDENTIAL**

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**SUBJECT** Pay and Bonuses in the Soviet Merchant Fleet

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### Personnel Afloat

1. Salaries of maritime personnel depend on the nature of their work, the registered tonnage and type of vessel in which they serve, and the waters in which they sail.
2. As labor conditions vary in different areas, the Government has created tariff belts (tarifniye poyasa) for establishing pay scales.

The pay in respect to all vessels is laid down in Order No. 139 dated 13 March 1946 of the People's Commissariat of the Merchant Fleet.

3. Shipping lines are at present grouped into three tariff belts. A schedule of pay, independent of the tariff belts, has been fixed for the Far Eastern, the Kamchatsko-Chukotskoye, and the Sakhalin shipping lines.
4. Salaries in the second belt are 15%, and in the third belt 50% higher than those in the first belt. Salaries in the Far Eastern and Kamchatsko-Chukotskoye shipping lines are 60% higher than in the first belt, and in the Sakhalin Shipping Line 50% higher than in the third belt.
5. Salaries also depend on whether the ship is sailing in coastal waters (kabo-tazh) or ocean-going (zagranplav). There are special allowances for lower paid personnel sailing in coastal waters.
6. Sailors serving in oil-tankers receive 10% more pay than sailors in dry-goods vessels. Personnel in ships carrying oil products of the 1st category (1-sya kategoriya) receive 20% more than personnel in vessels carrying oil products outside this category.
7. Special rates of pay are fixed for tugs and barges of the Reichtanker Shipping Line operating between Astrakhan and the 14-foot roadstead (14-i futovyy reid), and on the Astrakhan-Gurev-Makhaokkala run.
8. All vessels of the Merchant Fleet are divided into eight groups according to their tonnage, viz.:

a. Cargo vessels and oil-tankers: 1st group - up to 450 tons

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2nd group - 451 - 850 tons  
3rd " - 851 - 1350 "  
4th " - 1351 - 2400 "  
5th " - 2401 - 4000 "  
6th " - 4001 - 6000 "  
7th " - 6001 - 10,000 "  
8th " - over 10,000 "

b. Cargo-passenger ships: 1st group - Vessels on local runs  
2nd " - up to 450 tons cargo capacity  
3rd " - 451 - 850 " " "  
4th " - 851 - 1350 " " "  
5th " - 1351 - 2700 " " "  
6th " - 2701 - 3500 " " "  
7th " - 3501 - 5000 " " "  
8th " - over 5000 " " "

c. Tugs: 1st group - up to 200 HP  
2nd " - 201 - 450 "  
3rd " - 451 - 700 "  
4th " - 701 - 1000 "  
5th " - over 1000 "

9. The tables given below refer to vessels of the first and eighth group and give the salaries, in rubles per month, of the highest and lowest paid personnel.

a. First tariff belt.

The following shipping lines belong to this belt:

Black Sea Dry-goods Shipping Line,  
Sochi Shipping Line,  
Black Sea Oil-tanker (Sovtanker) Shipping Line,  
Azov Shipping Line,  
Reidtanker Shipping Line,  
Danube Shipping Line

1) Dry-goods fleet.

	up to 450 t.	over 10,000 t.
Cargo vessels	on local runs	" 5,000 t.
Cargo-passenger vessels	up to 200 HP	" 1,000 HP.
Tugs	up to 200 HP	" 1,000 HP.
	Ocean-going	Coastal
Captain	825	905
Galley boy	200	310

2) Oil-tanker fleet.

	up to 450 t.	over 10,000 t.
Vessels		
Captain	907.50	1705
Galley boy	200	330
3) Oil-tanker fleet carrying oil products of 1st category		
Captain	990	1860
Galley Boy	240	350

b. Second tariff belt.

The following shipping lines belong to this belt:

Caspian Dry-goods (Kaspiplot) Shipping Line,  
Caspian Oil-tanker (Kasptanker) Shipping Line,  
Northern Shipping Line,  
Baltic Shipping Line,  
Estonian Shipping Line,  
Latvian Shipping Line.

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## 1) Dry-goods fleet.

Cargo vessels	up to 450 t.	over 10,000 t.
Cargo-passenger vessels	on local runs	" 5,000 t.
Tugs	up to 200 HP	" 1,000 HP
	Ocean-going : Coastal :	Ocean-going : Coastal :
Captain	942.75 : 948.75 :	1782.50 : 1782.75 :
Galley boy	230 : 340 :	230 : 340 :

## 2) Oil-tanker fleet.

Vessels	up to 450 t.	over 10,000 t.
	Ocean-going : Coastal :	Ocean-going : Coastal :
Captain	1043.75 : 1043.75 :	1960.75 : 1960.75 :
Galley boy	253 : 363 :	253 : 363 :

## 3) Oil-tanker fleet carrying oil products of 1st category

Captain	1138.50 : 1138.50 :	2139 : 2139 :
Galley boy	276 : 336 :	276 : 336 :

## c. Third tariff belt.

## The Murmansk Shipping Line.

## 1) Dry-goods fleet

Cargo vessels	up to 450 t.	over 10,000 t.
Cargo-passenger vessels	on local runs	" 5,000 t.
Tugs	up to 200 HP	" 1,000 HP
	Ocean-going : Coastal :	Ocean-going : Coastal :
Captain	1237.50 : 1237.50 :	2325 : 2325 :
Galley boy	337.50 : 437.50 :	337.50 : 437.50 :

## 2) Oil-tanker fleet

Vessels	up to 450 t.	over 10,000 t.
Captain	1361.25 : 1361.25 :	2557.50 : 2557.50 :
Galley boy	330 : 430 :	330 : 430 :

## 3) Oil-tanker fleet carrying oil products of 1st category

Captain	1485 : 1485 :	2790 : 2790 :
Galley boy	360 : 460 :	360 : 460 :

## d. Outside tariff belts.

## 1) The Far Eastern and Kamchatka-Chukotskoye Shipping Lines.

## a) Dry-goods fleet

Cargo vessels	up to 450 t.	over 10,000 t.
Cargo-passenger vessels	on local runs	" 5,000 t.
Tugs	up to 200 HP	" 1,000 HP
	Ocean-going : Coastal :	Ocean-going : Coastal :
Captain	1320 : 1320 :	2430 : 2430 :
Galley boy	320 : 420 :	320 : 420 :

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## b) Oil-tanker fleet

Vessels	up to 450 t.		over 10,000 t.	
	Ocean-going:	Coastal:	Ocean-going:	Coastal:
Captain	1452	: 1452	: 2728	: 2728
Galley boy	352	: 452	: 352	: 452

## c) Oil-tanker fleet carrying oil products of 1st category

Captain	1584	: 1584	: 2976	: 2976
Galley boy	334	: 484	: 334	: 484

## 2) The Sakhalin Shipping Line

## a) Dry-goods fleet.

Cargo vessels	up to 450 t.		over 10,000 t.	
Cargo-passenger vessels	on local runs		" 5,000 t.	
Tugs	up to 200 IHP		" 1,000 IHP	
	Ocean-going:	Coastal:	Ocean-going:	Coastal:
Captain	1856.25	: 1856.25	: 3487.50	: 3487.50
Galley boy	450	: 550	: 450	: 550

## b) Oil-tanker fleet.

Vessels	up to 450 t.		over 10,000 t.	
Captain	2042	: 2042	: 3836.25	: 3836.25
Galley boy	495	: 595	: 495	: 595

## c) Oil-tanker fleet carrying oil products of 1st category

Captain	2227.50	: 2227.50	: 4185	: 4185
Galley boy	540	: 630	: 540	: 630

10. Bonuses awarded to personnel afloat for fulfilling and overfulfilling the plan for transport of goods and other tasks.

Order No. 420 dated 28 August 1943 of the Ministry of the Merchant Fleet laid down a scale of bonuses to be paid to the personnel afloat in excess of their basic salaries.

Bonuses for fulfilling and overfulfilling monthly or quarterly quotas in ton/miles, are paid to the crews of dry-goods vessels, oil tankers, cargo-passenger and passenger ships.

11. Bonuses for fuel economy

Bonuses for fuel economy can be obtained by the engine room staff of a vessel and also by personnel directly or indirectly influencing fuel consumption. Bonuses vary between 3% and 15% of the monthly salary.

12. Maintenance bonuses

A bonus amounting to two months salary is paid to personnel if the machinery which they maintain is not laid up for repairs during a period of two years.

13. Repair work carried out by crews

Repair of vessels by their crews takes place as competition. Pay for repair of vessels, which is at piece-work rate, varies with the tariff belt to which the vessel belongs.

14. Food rations (Stolovoye dovolestvo)

By Order No. 503 dated 13 October 1943 of the Ministry of the Merchant Fleet, all sailors are rations free of charge.

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The ration allowance for crews of auxiliary craft, including personnel of floating cranes and transhippers is:

Southern basins - 60 rubles a month per head  
 Northern basins - 75 rubles a month per head  
 Far Eastern basins - 90 rubles a month per head

15. Free days (Vykhodnye dni)

All sailors are entitled to two days off per month. These free days can be accumulated and added to their annual 15 days leave.

Workers in Coastal Organizations

16. Coastal organizations comprise administrative offices of the following:

- a. Shipping lines
- b. Ports
- c. Waterways
- d. Shipyards
- e. Maritime Registry Inspectorate (Inspektziya morskogo registra)
- f. Maritime agencies
- g. Maritime building, storage and supply administrations, etc.

All personnel of these organizations are paid fixed salaries, which depend on the location of the organization.

17. All pay rates of workers in coastal organizations of the Ministry of the Merchant Fleet are grouped in three tariff belts (tarifniye boyasa) which vary with different areas. The coastal organizations of Sakhalin Island have special increased rates.

a. First tariff belt.

- 1) Shipping lines: Black Sea Dry-goods, Azov, Danube, Black Sea Oil-tanker (Sovtanker), Sochi, and Reistanker.
- 2) Waterways Directorates: Azov-Morput and Reidmorput.
- 3) Seaports: Odessa, Novorossiisk, Loti, Zhdanov, Nikolayev, Kherson, Kerkel, Puzos, Mostov-on-Don, Feodosiya, Yalta, Kerch, Izmail, Keri, Iliya, Sudzhumi, Sochi, Leningrad, Osipenko, Yeisk, Yevpatoriya, Astrakhan, and all auxiliary ports and landing stages attached to them.
- 4) Industrial enterprises: Yards i/n M. Marti, 10th Anniversary of October Revolution, Karl Marx, Odessa Ship-repair Yard, Kerch Yard, Yard i/n Mazurinski, Zhdanov Yard, Kherson Wharf, Novorossiisk Yard, Paganro Yard, Batumi Yard, Sudzhumi Yard, Krasnyy Koryak Yard, Astrakhan Wharf, Karposudovaya Wharf, Feodosiya Yard, Loti Workshops, Kherson Yard, Odessa Workshops, Osipenko Yard, Keri Workshops, floating workshops of the Reistanker.

b. Second tariff belt.

- 1) Shipping lines: Caspian Dry-goods, Caspian Oil tanker, Northern, Baltic, Latvian, Latvian.
- 2) Waterways Directorates: Kasimovsk and Arkharovsk.
- 3) Seaports: Leningrad, Kaliningrad, Arkhangelsk, Riga, Baku, Astrakhan, Ventspils, Klaipeda, Lepaya, Tallinn, Molotovsk, Vysnyy, and all auxiliary ports and landing stages attached to them.
- 4) Industrial enterprises: Parizskaya Kommuna Yard, Krasnaya Kuznitsa Yard, Aleksandrovskaya Yard, Yard i/n Gudzhev, Vano Starua Yard, Kanonovskiy Yard, Arkhangelsk Yard, Riga Yard, Leningrad Ship Equipment Works, Astrakhan Yard, Baku Wharf, Severo-Dvinskaya Wharf, Strel'nitskaya Wharf, Izisk Dock Workshops, Baku Workshops, Riga Workshops, Klaipeda Y.

c. Third tariff belt.

- 1) Shipping lines: Far Eastern, Far East, Kamchatka-Chukotskoye.

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- 2) Seaports: Murmansk, Vladivostok, Krasnovodsk, Nikolayevsk-on-Amur, Petropavlovsk, Pechora, Sovetskaya Gavan-Vanino, and auxiliary ports and landing stages attached to them.
- 3) Industrial enterprises: Yard of the Glavdalprom (Chief Directorate of Far Eastern Industry) at Sovetskaya Gavan, Vladivostok Yard, Krasnovodsk Yard, Nikolayevsk-on-Amur workshops.
13. Organizations and enterprises of the Merchant Fleet not mentioned above (maritime agencies, supply offices, etc.) come under the tariff belt to which the port, or town, where they are located belongs.
19. Outside of tariff belts  
The Kamchatka Shipping Line and the ports and enterprises located on Kamchatka Island are outside the tariff belts.
20. Category of Ports and Industrial Enterprises  
The remuneration of workers of ports and enterprises depends, in addition to the tariff belts to which these organizations belong, on the category (razryad) of the port or enterprise.

Ports and industrial enterprises are classified by categories as follows:

Category	Sea Ports	Yards, Harbors and Workshops.
Un- class- ified	Murmansk	Krasnaya Kuznitsa Yard
	Leningrad	Kanonerski Yard
	Kaliningrad	A. Marti Yard (Odessa)
	Odessa	Parizhskaya Kommuna Yard
1st	Novorossiisk	Zakfederalnaya Yard
	Vladivostok	Riga Yard
	Krasnovodsk	
	Arkhangel'sk	Murmansk Yard
	Riga	Arkhangel'sk "
	Nikolayev	Odessa "
	Poti	Dzerzhinski "
	Batumi	Zhdanov "
	Zhdanov	Kerch "
	Baku	10th Anniversary of Oct. Revolution Yard
	Bakhchakala	Karl Marx Yard
	Lepaya	Gadzhov "
	Ventspils	Vano Sturua "
	Klaipeda	Vladivostok "
	Tallinn	Sovetskaya Gavan Yard
	Kholmsk	Krasnovodsk Yard
	Korsakov	Kherson Harb
	Telnovsk	Karpovskaya Harb
	Ust-Izhorsk	
2nd	Molotovsk	Leningrad Ship Equipment Works
	Pechora	Novorossiisk Yard
	Vyborg	Sukhrad "
	Izmail	Batumi "
	Reni	Tazovog "
	Kherson	Krasnyy Koryak Yard
	Pedosiya	Bakhchakala "
	Tuapse	Klaipeda "
	Rostov-on-Don	Kiliya "
	Kerch	Strelnitskaya Harb
	Astrakhan	Astrakhan
	Nikolayevsk-Amur	Baku Harb

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Category	Sea Ports	Yards, Harbors and Workshops
		Lanskol Dok Workshops Doodosiya Yard Baku Yard Nikolayevsk-on-Amur Workshops Osipenko Yard Rani Workshops Floating Workshops of Reichtankas Potti Workshops Kherson Yard Odessa Workshops Riga Workshops

3rd	Kiliza Yevpatoriya Yeisk Osipenko Tuganrog Sovetskaya Gavan-Vandro Belomorsk Kem Mozen Onega Gandalaksha Temyuk
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21. Table showing some scales of pay for personnel in coastal organizations.

	1st Tariff belt Black Sea, Azov & Danube Basins, Astrakhan, Azovmorp. and Rostmorp., Kamshaya Wharf	2nd Tariff belt Baltic, Northern & Caspian Basins, except Astrakhan, Kaspmorp. and Arkhmorp.	3rd Tariff belt Murmanik & Far Eastern Basins, except Sakhalin Island, Krasnovodsk, Pechora	Unclassified
a) Shipping lines, waterways, etc.				
Chiefs of shipping lines, waterway directorates, etc.	1900-2200	2070-2350	2700-3300	1050-1950
Chief Maritime Agents	1000-1500	1150-1725	1500-2250	2250-3375
Engineers and dispatchers	650-925	780-1095	980-1350	1250-2025
b) Seaports				
Chiefs of unclassified ports	2000	2300	3000	
Chiefs of ports of the 1st category	1100-1500	1265-1725	1650-2250	2475-3375
" " " 2nd "	1000-1300	1265-1495	1500-1950	2250-2925
" " " 3rd "	880-1100	920-1265	1200-1650	1800-2475
c) Industrial Enterprises.				
Directors of unclassified yards	2000	2300	3000	
" of yards & wharves of 1st cat.	1500	1725	2250	1375
" of yards & wharves of the 2nd category & workshops of 1st category	1200-1900	1380-1495	1800-1950	2700-2925
" of other yards, wharves, and workshops	880-1000	920-1150	1200-1500	1800-2250
Chief testing (probator) engineers	880-1100	920-1265	1200-1650	1800-2475

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## 22. Bonuses

The award of bonuses to engineers, technicians, and operating personnel of shipping lines, ports, and waterways was established by Order No. 420 of 28 August 1948 of the Ministry of the Merchant Fleet.

Bonuses are granted to the following:

- a. Workers of shipping lines for fulfilling and overfulfilling the State Plan for the transport of goods in ton/miles, provided the cost laid down is not exceeded.
- b. Workers of ports for fulfilling and overfulfilling the plan for the handling of goods at the cost laid down.
- c. Waterway workers for fulfilling and overfulfilling the plan in connection with operations within the specified time, and for maintaining channels with their installations in good condition at the cost laid down.
- d. The amount of the bonuses depends on the size and nature of the organization. For this purpose all coastal organizations of the Merchant Fleet have been divided into three groups, the first of which receives the highest bonuses, and so forth.

## 1) Shipping Lines.

## 1st Group

Black Sea  
Danube  
Caspian  
Baltic  
Far Eastern  
Northern  
Kasptanker  
Reidtanker  
Sovtanker

## 2nd Group

Azov  
Murmansk  
Estonian  
Latvian  
Sakhalin  
Kamchatsko-Chukotskoye

## 3rd Group

Sochi

## 2) Waterway Directorates.

## 1st Group

Arkhmorput  
Reidmorput

## 2nd Group

Azovmorput  
Kaspmorput

## 3) Ports

## 1st Group

Leningrad, Murmansk, Arkhangelsk,  
Odessa, Novorossiisk, Poti,  
Vladivostok, Petropavlovsk

## 2nd Group

Nikolayev, Balai, Krasnovodsk,  
Izmail, Reni, Nakhachkala,  
Ventspils, Kaliningrad, Riga,  
Lepaya, Klaipeda, Tallinn,  
Nakhodka, Nikolayevsk-on-Amur,  
Aleksandrovsk (Sakhalin),  
Kholmsk, Korsakov, Kherson,  
Zhdanov, Telnovsk, Ulyogorsk.

## 4) Agencies

Astrakhan (Dry-goods).

Shipping lines, ports and maritime agencies not mentioned above, come under the third group in respect to bonuses.

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## 5) Line (liniynye) Organizations of Shipping and Ports.

## 1st Group

Ship Repair Workshops of the Latvian Shipping Line  
 Loksa Workshops of the Estonian Shipping Line  
 Tallinn Workshops of the Estonian Shipping Line  
 Izmail Ship Repair Workshops  
 Kiliya Workshops  
 Poti Ship Repair Workshops  
 Machine Workshops of Odessa Port  
 Machine Workshops of Sovtanker  
 Machine Workshops of Reiddunker  
 Machine Workshops of Leningrad Port  
 Transport Dept. of Leningrad Port  
 Transport Dept. of Arzhangelsk Port  
 Truck Depot of Riga Port  
 Auto Base (avtobazs) of Kasptanker  
 Auto Base of Murmansk Port  
 Krasnogvardeiskaya Sharf  
 Central Machine Workshops of Vladivostok Port  
 Auto Base of Vladivostok Port  
 Printing Offices of Moryak

## 2nd Group

Coast Machine Workshops  
 Sochi Ship Repair Workshops  
 Workshops for the mechanization of Novorossiisk Port  
 Ship Repair Sector of Novorossiisk Port  
 Machine Workshops of Nikolayevsk Port  
 Gurevskiy Ship Repair Workshops  
 Workshops of the Kasptanker Signal Section  
 Workshops for Navigational Repair of the Kasptanker Fleet  
 Baln Navigational Workshops of the Kasptanker  
 Lifeboat Workshops of Batumi Port  
 Tailoring Workshops of the Black Sea Dry-goods Shipping Line  
 Mechanical Laundry in Odessa  
 Auto Base of Legova Port  
 Auto Base of Ventnolls Port  
 Equipment producing enterprises of the Black Sea Shipping Line  
 Printing Offices Politdelets  
 " " Tikhonovskiy Port  
 " " Moryak Zapolyarny  
 " " No. 6, in Leningrad  
 " " No. 7, in Leningrad  
 Machine Workshops of the Murmansk Port

The total monthly bonus to coastal workers (except for the All-Union socialist competition) does not exceed 150% of a month's salary.

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